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## Faculty Senate Executive Committee Minutes, August 26, 2019

Utah State University

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## **FACULTY SENATE EXECUTIVE COMMITTEE MINUTES**

August 26, 2019

3:30 – 5:00 p.m.

Old Main-Champ Hall

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**Present:** Patrick Belmont (President), Becki Lawver (Past-President), Timothy Taylor (President-Elect), Noelle Cockett (Ex-officio), Frank Galey (Ex-officio), Benjamin George, Nancy Hills, Daniel Holland, Spencer Wendel, Vonda Jump for Jessica Lucero, Christopher Monz, Carol Kochan for Erin Davis, Richard Heflebower, Don Busenbark, Robert Wagner, Jan Thornton

**Absent:** Thomas Lachmar

**Guests:** Neal Legler, Academic and Instructional Services  
Travis Thurston, Academic and instruction Services  
Doug Bullock, Executive Director Human Resources

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### **Call to Order - Patrick Belmont**

[Approval of Minutes](#) – April 15, 2019

*Minutes approved as distributed.*

### **University Business - Noelle Cockett, President | Frank Galey, Provost**

Provost Galey discussed the faculty taskforce that was put in place to look at women and gender studies. The new structure has been announced and will appear in USU Today on Thursday. Going to be doing a deep dive into the women and gender studies curriculum and will include all colleges. By doing this, it is felt that it will make it a more inclusive program. Also working on faculty code changes that will be begin moving forward this fall. Need to clean up the code and get ready for review and comments. Changes such as regional campuses to statewide campuses and removing mention of chancellors/vice chancellors will be updated. The university has been ordered by the state legislature to focus on technical education. USU is moving forward to create a new category for certificate trainers and this will be moving forward to the PRPC committee. There will be changes in operations for the technical education courses, to include open entry and be open ended. This will also be industry driven and will change the way we do our R401 submissions. A report will be provided once a semester regarding what is going on in the tech programs. This will also be reported in upcoming EPC meetings. Looking a revamping the tenure academy and modernizing it. Also looking at a process of creating an academy for new department heads. This will be kicked that off in the next week or so with Q&A with the new department heads. Currently working with Lee Rickords on the General Education program and looking at assessing the breadth courses. This will be accomplished by assessing one rubric at a time. There is a current search open for a Vice Provost. Until someone is hired, Provost Galey will assume responsibilities for chairing certain committees.

President Cockett has been president for past two and a half years and at the time she accepted the position she set up ten priorities that she wanted to advance at the university. These priorities have been a long time coming. The president is setting up a state-of-the-university speech on October 1 at 10:00 am in TSC Ballroom and Aggiecast will be available for those who can't attend in person. A report on enrollment numbers is residing now in Academic and Instructional Services with Robert Wagner as well as in Analysis, Assessment and Accreditation with Michael Torrens. USU is up 1.7% for incoming freshman but are down on continuing students which makes enrollment relatively flat. However, this is a very positive report for USU as the university has dramatically decreased the time to graduation. The completion rate jumped 8% for last spring 2018 to spring 2019. The plateau tuition continues to expand and increased 6% last year so that it is now at 13%. USU is getting money back

from the state to off-set this in performance funding. While our enrollments look flat we have an incredible story to tell due to our completion rate. Unfortunately here in the state they still look at numbers and headcount. The president prefers FTE and doesn't think enrollment numbers tell the whole story. President Cockett will be educating the regents and others regarding these numbers. Today is the kick off for Year of the Woman. This is in recognition in part of three anniversaries that the state of Utah will be having over the next 18 months. 150<sup>th</sup> anniversary of Utah granting women the right to vote. Right at 50 years for the US giving the right to vote through the women's suffrage. While it was started to honor the suffrage the university is looking at women and what they have accomplished as a result of USU. A website will be launched and there will be multiple celebratory events. One event is the American Festival Chorus concert on September 27 at 7:30 pm which will include selections from the suffrage song book.

## **Information**

### **Welcome 2019-2020 Faculty Senator Executive Committee - Patrick Belmont**

Welcome to all members, including new members who are just beginning their term. The things that are decided in this meeting and in Faculty Senate have a huge impact on how the university runs. Might want to look at the attendance requirements to see if they mimic the Faculty Senate code.

### **College Level Faculty Forums - Patrick Belmont**

The issue of low attendance and no substantive discussions came up at last year's Faculty Forum. The faculty forums have been very lackluster. This year trying out the suggestion of having college scale forums leading up to the overall faculty forum. Currently eight colleges have requested a college forum in advance of the university faculty forum in November. Most of them have already decided on dates for their forum and working with the others for dates/times. The dates of September 10- October 20 have been set aside for these meetings. Meetings will be kept informal. Will also be discussing the updates on Greenhouse Gas Reduction updates.

*Motion to accept the college level faculty forums and move them to the faculty senate agenda made by Dan Holland. Seconded by Benjamin George. Moved to faculty senate agenda.*

### **Human Resource Policy Changes - Doug Bullock**

Summary of key policy changes:

- Clarify Types and timing of salary adjustments
- Clarify Red Circle Adjustments
- Clarify approval for unusual meritorious
- Increase discretion for starting offers
- Clarify communication of salary grades
- Add definitions

*Motion to move the human resources policy changes to the faculty senate agenda made by Carol Kochan. Seconded by Vonda Jump. Moved to faculty senate agenda.*

## **Reports**

### **Empowering Teaching Excellence - Neal Legler | Travis Thurston**

Provided an update on what has been happening in the last year and also discuss where they are going. The focus, since the inception, has been to magnify a culture that already exists on teaching excellence. Help faculty get a sense of the culture of outstanding teaching. Put faculty with other mentors, bring in guest speakers, etc. These activities have been driven by the feedback and input from the faculty. Just finished the 6<sup>th</sup> ETE conference and had the largest turnout yet. There were approximately 100 attendees with 71 faculty presenters and the highest number of proposals. ETE 10 is a tiered digital badging program. It allows faculty to document their teaching improvements over time. Have awarded 1,055 badgers since the inception in 2016. 364 faculty have actually been awarded badges through this program. Working on the 5<sup>th</sup> issue of the journal on empowering teaching excellence. Building up contributions and distribution of journal as this is an open access journal. Looking at setting up three seminars each semester and will choose one outside presenter for fall and one for spring. Encouraged everyone to attend the upcoming events.

*Motion to move the Empowering Teaching Excellence annual report to the Faculty Senate agenda made by Dan Holland. Seconded by Vonda Jump. Moved to faculty senate agenda.*

**Old Business**

- 403.3.1 – Standards of Conduct – Faculty Responsibilities to Student
- 403.3.2 – Standards of Conduct – Professional Obligations
- 405.8.2 – Faculty with Tenure below Rank of Professor
- 405.11.4 – External Peer Reviews
- 405.12.2 – Post-Tenure Review of Tenured Faculty
- 407.1.1 – Non-punitive Measures
- 407.8.5(3) – Temporary Suspension with Full Pay Pending Final Disposition
- 407.11.2(2) – Notification of Faculty Member
- 407.11.3 – Protection of Complainant and Others

No code will be brought forward for the first meeting of Faculty Senate. David Farrelly has volunteered to chair the PRPC and they will be working on getting these codes through the senate this year. There is a new policy committee working on streamlining the policy/code process. Met with the president this morning and they agreed that changes will be coming.

**Adjourn: 4:35 pm**